Report: Maine Minimum Data Set

Maine's Nurses who Renewed their Licenses between September 1, 2004 and August 31, 2006

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The Maine Minimum Data Set was developed in 2001-2002 through a collaborative effort of OMNE Nursing Leaders of Maine, the Maine State Board of Nursing, ANA-Maine, the Maine State Nurses Association, and the Maine Hospital Association. An earlier pilot of licensed nurses in Maine (conducted between September 1, 2001 and August 31, 2002) (see *Maine's Nursing Workforce: 2001-2002 Sample*[1]) demonstrated that nurses were willing to participate in a voluntary survey at the time of relicensure.

Beginning with September 2002 renewals, the Maine State Board of Nursing inserted the Maine Minimum Nursing Data Set with all renewal notifications. Nurses, who elected to participate, returned their completed surveys with their license renewal. Staff at the Maine State Board of Nursing collected the completed surveys and forwarded them to the University of Southern Maine (USM) for scanning and analysis. The Institutional Review Board at USM reviewed this protocol and determined this study to be "exempt".

The initial 2 year report (September 1, 2002 through August 31, 2004) was distributed in April 2006 and is available at:

> www.usm.maine.edu/conhp/visitors/pdfs/maine_minimum_02_04_j-127.pdf

A total of 15,163 licensed nurses, including Licensed Practical Nurses (LPNs) [1,748,11.8 percent of the respondents] and Registered Nurses (RNs) [13,056, 88.2 percent of the respondents], completed the survey during the two-year renewal period. The total number of LPNs/RNs who renewed their licenses was 20,597 (response rate 73.6%). According to the U.S. Department of Health and Human Services Health Resources and Services Administration (HRSA) it is estimated that there were 2,909,357 registered nurses living and working in the United States as of March 2004[2,3].

The results of the survey are provided below for the entire sample, as well as by County of Employment[4]. Where national data is available (HRSA, 2006), it is provided for purposes of comparison.

DEMOGRAPHIC INFORMATION

Racial/Ethnic Group Licensed Nurses
- 14,237 (97.4%) White, not of Hispanic origin
- 89 (.6%) Asian/Pacific Islander
- 85 (.6%) Other
- 64 (.4%) American Indian/Alaskan Native
- 58 (.4%) Hispanic
- 50 (.3%) Multi-racial
- 30 (.2%) Black, not of Hispanic origin

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[1] Kirschling, J.M. (March 2003). *Maine's Nursing Workforce: 2001-2002 Sample.* Available at www.usm.maine.edu/conhp/visitors/nursingworkforce.html

[2] HRSA. (December 2006). The Registered Nurse Population: Findings from the March 2004 National Sample Survey of Registered Nurses. Findings. Available at: ftp://ftp.hrsa.gov/bhpr/workforce/0306rnss.pdf

[3] The National Sample Survey of Registered nurses is conducted by the Department of Health and Human Services, Health Resources and Services Administration. Data collection began in March 2004 for the eighth survey and responses were received through November 2005. The national sample included 540 RNs licensed in Maine.

[4] Sum of percentages may not equal 100%, due to rounding.

Nationally, "about 7.5% of RNs did not specify their racial/ethic background and 81.8 percent of the RN population were estimated to be White (non-Hispanic), leaving 10.6 percent in one or more of the identified racial and ethnic minority groups" (HRSA, 2006, p. 16).

Gender Licensed Nurses
- 13,831 (93.2%) Female
- 1,005 (6.8%) Male

Gender of Registered Nurses (RNs) Comparison: Nationally and in Maine

	Nationally (HRSA, 2006)	**Maine**
Female	95.2%	93.0%
Male	5.8%	7.0%

Age of Respondents

Licensed nurses were 50.5 years of age on average (mean), range 22 to 95 years. The LPNs were 54.0 years of age on average, range 24 to 86 years and the RNs were 50.0 years of age on average, range 22 to 93 years. Nationally, "the average age of the RN population was estimated to be 46.8 years of age" (HRSA, 2006, p. 13). The breakdown of ages for nurses in Maine follows:

	All Respondents (n=14,760)	**LPNs Working as Nurse (n=1,242)**	**LPNs Not Working as Nurse (n=433)**	**RNs Working as Nurse (n=10,789)**	**RNs Not Working as Nurse (n=1,897)**
31 years or less	5.4%	1.3%	.2%	6.9%	1.7%
32 to 41 years	15.2%	9.3%	6.5%	17.7%	8.2%
42 to 51 years	30.3%	29.1%	19.6%	33.1%	18.8%
52 to 61 years	34.4%	46.2%	43.0%	33.0%	31.5%
62 to 71 years	12.5%	12.8%	27.0%	8.5%	30.4%
72 to 81 years	1.9%	1.3%	3.0%	.6%	8.3%
82 years or more	.2%	-	.7%	.0%	1.1%

Where Respondents Live

90.7% of licensed nurses live in Maine (13,309) and 9.3% live outside of Maine (1,365); of those who lived in Maine their **County of Residence** was:
- 1,100 (8.3%) Androscoggin
- 772 (5.8%) Aroostook
- 3,123 (23.6%) Cumberland
- 272 (2.1%) Franklin
- 648 (4.9%) Hancock
- 1,335 (10.1%) Kennebec
- 340 (2.6%) Knox
- 426 (3.2%) Lincoln
- 509 (3.8%) Oxford
- 1,648 (12.4%) Penobscot
- 127 (1.0%) Piscataquis
- 346 (2.6%) Sagadahoc
- 296 (2.2%) Somerset
- 398 (3.0%) Waldo
- 269 (2.0%) Washington
- 1,645 (12.4%) York

EDUCATIONAL BACKGROUND

Respondents were asked to identify all education programs completed (including nursing programs as well as degrees in other fields). In addition, they were asked to indicate all advanced practice educational programs completed.

Educational Programs Completed
- 2,759 (18.2%) Diploma in Practical Nursing (LPN)
- 4,436 (29.3%) Diploma in Registered Nursing
- 4,837 (31.9%) Associate Degree Nursing
- 664 (4.4%) Associate Degree Other Field
- 5,375 (35.4%) Baccalaureate Degree Nursing
- 1,880 (12.4%) Baccalaureate Degree Other
- 1,303 (8.6%) Master's Degree Nursing
- 815 (5.4%) Master's Degree Other
- 69 (.5%) Doctoral Degree Nursing
- 72 (.5%) Doctoral Degree Other

Initial Educational Level in Nursing
- 2,759 (18.6%) Diploma in Practical Nursing (LPN)
- 4,172 (28.2%) Diploma in Registered Nursing
- 3,912 (26.4%) Associate Degree Nursing
- 3,820 (25.8%) Baccalaureate Degree Nursing
- 140 (.9%) Master's Degree Nursing
- 1 (.0%) Doctoral Degree Nursing

Initial Education Level in Nursing for Registered Nurses (RNs) Comparison: Nationally and Maine

	Nationally (HRSA, 2006)	**Maine**
Diploma	25.2%	34.0%
Associate Degree	42.2%	35.1%
Baccalaureate or Higher Degree	31.0%	30.9%

Highest Educational Level in Nursing
- 1,748 (11.8%) Diploma in Practical Nursing (LPN)
- 3,345 (22.6%) Diploma in Registered Nursing
- 4,034 (27.2%) Associate Degree Nursing
- 4,309 (29.1%) Baccalaureate Degree Nursing
- 1,231 (8.3%) Master's Degree Nursing
- 139 (.9%) Doctoral Degree in Nursing or Other

Highest Educational Level in Nursing for Registered Nurses (RNs) Comparison: Nationally and Maine

	Nationally (HRSA, 2006)	**Maine**
Diploma	17.5%	25.6%
Associate Degree	33.7%	30.9%
Baccalaureate Degree	34.2%	33.0%
Master's or Doctoral Degree	13.0%	10.4%

Advanced Practice Educational Programs Completed
- 824 (5.4%) Nurse Practitioner (NP)
- 416 (2.7%) Clinical Nurse Specialists (CNS)
- 320 (2.1%) Certified Nurse Anesthetist (CRNA)
- 79 (.5%) Certified Nurse Midwife (CNM)

Nationally, 8.3 percent of RNs are "prepared to practice in at least one advanced practice role" which the largest group being nurse practitioners, followed by clinical nurse specialist (HRSA, 2006, p. 32).

EMPLOYMENT INFORMATION

Current Employment Status

	All Licensed Nurses (n=14,794)	LPNs (n=1,714)	RNs (n=12,877)
Employed in Nursing	12,356 (83.5%)	1,269 (74.0%)	10,940 (85.0%)[5]
Employed in Another Field	745 (5.0%)	175 (10.2%)	558 (4.3%)
Seeking Nursing Employment	240 (1.6%)[6]	46 (2.7%)	188 (1.5%)
Temporarily Not Working and Not Looking for a Job	754 (5.1%)	141 (8.2%)	599 (4.7%)
Retired or With No Plans to Return to Work	699 (4.7%)	83 (4.8%)	592 (4.6%)

Plans for Working in Nursing Five Years From Now

	All Working as a Nurse (n=12,274)	LPNs Working as Nurse (n=1,262)	LPNs Age 51 or younger (n=489)	LPNs Over Age 51 (n=746)	RNs Working as Nurse (n=10,865)	RNs Age 51 or younger (n=6,192)	RNs Over Age 51 (n=4,523)
Yes	80.0%	74.4%	85.7%	66.5%	80.7%	89.8%	68.4%
No	6.4%	7.5%	2.2%	11.0%	6.2%	1.7%	12.3%
Uncertain	13.6%	18.1%	12.1%	22.5%	13.1%	8.5%	19.3%

Average Hours Worked

Using the HRSA definition[7] for part-time employment (less than 30 hours per week) and full-time employment (30 hours or more per week), 20.7 percent of LPNs licensed in Maine were working part-time and 79.3 percent were working full-time. Of licensed RNs in Maine, 19.2 percent of RNs were working part-time and 80.8 percent were working full time in contrast to 29.7 percent of RNs working part-time nationally and 70.3 percent working full-time (HRSA, 2006).

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[5] The National Sample Survey of Registered Nurses estimated that 16.8% of RNs are not employed in nursing. Employed RNs per 100,000 population in Maine is 1,145 compared with 825 nationally (HRSA, 2006, p. 55 and p. A-52).

[6] Of the nurses seeking employment in nursing, 86.1% reside in Maine and 13.9% reside outside of Maine.

[7] Personal communication Marshall Fritz, February 7, 2006 – consider 3 shifts of 10 hours as full-time employment.

	Mean Hours LPNs (number respondents)	Mean Hours RNs (number respondents)
Average hours hired for in a typical week	33.6 (1,215)	33.7 (10,557)
If actively seeking to change number of you are hired for, number of hours you would prefer to work in a typical week	31.1 (353)	30.9 (2,845)
Average number of actual hours worked in a typical week	35.8 (1,133)	36.7 (10,131)
Average number of hours per week spent providing direct care	26.1 (993)	26.0 (9,078)
Average number of hours worked in a typical week for other healthcare employer(s)	25.0 (158)	22.7 (1,395)
Care difference = difference hours caring for patients minus hours worked	-9.7 (955)	-10.6 (8,813)
Preference difference = difference hours worked minus hours preferred	3.9 (339)	5.7 (2,784)
Hire difference = difference hours worked minus hours hired for	2.4 (1,103)	3.3 (9,862)

Primary Nursing Employment Setting (marked one)

	All Respondents (n=12,250)	LPNs (n=1,247)	RNs (n=10,857)
Hospital	51.9%	18.1%	55.8%
Long Term Care	12.7%	39.9%	9.6%
Other	10.6%	20.9%	9.4%
Ambulatory Care	8.2%	9.1%	8.1%
Home Health Care	5.6%	5.6%	5.6%
Public/Community Health	3.3%	3.4%	3.3%
School Health	3.1%	1.4%	3.3%
Insurance Company	1.7%	.5%	1.9%
Nursing Education	1.7%	.2%	1.9%
Occupational Health	1.1%	.9%	1.1%

Nationally, 56.2 percent of RNs worked in hospital settings (HRSA, 2006) and 11.5 percent were employed in ambulatory care settings.

Role with Primary Nursing Employer (marked one)
- 6,971 (57.1%) Staff/direct care nurse
- 1,461 (12.0%) Team leader/charge nurse, nurse manager or head nurse
- 1,046 (8.6%) Other
- 947 (7.8%) Nurse practitioner, certified nurse midwife, clinical nurse specialist, nurse anesthetist
- 731 (6.0%) Facility/nursing department administrator or supervisor
- 279 (2.3%) Discharge planner, case manager
- 234 (1.9%) Utilization review, outcomes management, other insurance related roles
- 169 (1.4%) Educator (college/university)
- 131 (1.1%) Quality assurance, infection control
- 130 (1.1%) Staff development
- 118 (1.0%) Researcher/consultant

Where Working

90 percent of the respondents were working in Maine (10,712) and 10 percent were working outside of Maine (1,240). **County of Employment in Maine** for nurses who were working and their **County of Residence in Maine** are provided below.

	LPNs Working as a Nurse		RNs Working as Nurse	
	County Employment (n=1,119)	County Residence (n=1,171)	County Employment (n=9,374)	County Residence (n=9,663)
Androscoggin	9.8%	9.2%	9.5%	8.6%
Aroostook	10.7%	10.6%	5.7%	5.2%
Cumberland	20.7%	16.4%	30.0%	24.2%
Franklin	2.8%	3.2%	1.7%	1.9%
Hancock	5.0%	5.2%	3.5%	4.7%
Kennebec	10.7%	9.0%	11.1%	10.1%
Knox	1.2%	2.4%	1.7%	2.5%
Lincoln	2.9%	2.6%	2.9%	3.0%
Oxford	4.5%	5.1%	2.6%	3.7%
Penobscot	12.1%	11.5%	15.5%	13.1%
Piscataquis	1.4%	1.2%	1.1%	.9%
Sagadahoc	1.7%	2.0%	.8%	2.7%
Somerset	3.4%	3.2%	2.3%	2.2%
Waldo	1.5%	2.8%	1.5%	3.1%
Washington	2.9%	3.0%	1.9%	1.8%
York	8.7%	12.5%	8.3%	12.4%

Where the nurses lived and worked is further broken down as follows:
- Live and work in Maine 10,499 (89.0%)
- Live and work outside of Maine 979 (8.3%)
- Live in Maine and work outside of Maine 247 (2.1%)
- Live outside of Maine and work in Maine 73 (.6%)

Comparison of Maine Nurses Working in Hospital Versus Nonhospital Settings

	% LPNs in Setting		% RNs in Setting	
	Hospital	Nonhospital	Hospital	Nonhospital
Age range in years	n=221	n=1,003	n=5,991	n=4,731
31 or less	-	1.6	9.8	3.3
32 to 41	8.1	9.6	20.8	13.7
42 to 51	24.0	30.3	33.5	32.9
52 to 61	50.7	45.5	29.4	37.5
62 to 71	16.3	11.8	6.2	11.5
72 to 81	.9	1.3	.4	1.0
82 or more	-	-	-	.1
Gender	n=225	n=1,013	n=6,016	n=4,749
Female	94.2	95.8	90.3	95.2
Male	5.8	4.2	9.7	4.8

	% LPNs in Setting		% RNs in Setting	
	Hospital	**Nonhospital**	**Hospital**	**Nonhospital**
Plans to be working nursing in 5 years	n=222	n=1,019	n=6,022	n=4,765
Yes	75.7	74.1	83.3	77.4
No	9.0	7.4	5.4	7.2
Uncertain	15.3	18.5	11.2	15.4

NURSING FACULTY IN COLLEGES/UNIVERSITIES IN MAINE

Respondents who identified their position as nursing faculty in a college or university, who work in Maine, were 54.5 years of age on average (range 30 to 79 years). Their plans in terms of working in 5 years included:
- Yes 100 (71.9%)
- No 20 (14.4%)
- Uncertain 19 (13.7%)

RESPONDENTS NOT WORKING IN NURSING

Reason Best Describes Why Currently Not Employed as an LPN or RN

	Respondents Not Working In Nursing			
	N	**%**	**Mean Age**	**Age Range**
Retired	603	28.3%	68.2	45-95
Family Responsibilities	356	16.7%	50.0	27-79
Other	263	12.3%	55.3	28-79
Health Problems	253	11.9%	56.3	31-86
Other Career Opportunity	176	8.2%	53.6	30-79
Adverse Working Conditions	116	5.4%	51.9	30-69
Time Schedules	77	3.6%	54.0	33-72
Unable to Find Desired Position	76	3.6%	55.6	29-77
Physical Demands	64	3.0%	57.9	38-74
Wages/Benefits	62	2.9%	50.5	28-70
Pursuing Educational Opportunities	48	2.2%	44.7	26-70
Unable to Find Refresher Course	40	1.9%	55.9	32-71

For those Actively Seeking Work as an LPN or RN (n=177), the number of hours per week that they preferred to work was 27.2 on average, range 4 to 44. There were 33 LPNs seeking work, mean number of hours preferred 25.8 (range 4 to 36) and 140 RNs seeking work, mean number of hours 27.8 (range 5 to 43).

For those Actively Seeking Work as an LPN or RN, Preference for Employment Setting
- 47 (28.7%) Hospital
- 26 (15.9%) Ambulatory care
- 22 (13.4%) Home health care
- 17 (10.4%) Public/community health
- 17 (10.4%) Other
- 15 (9.1%) Long term care
- 8 (4.9%) Nursing education
- 7 (4.3%) School health
- 3 (1.8%) Insurance company
- 2 (1.2%) Occupational health

Appendix - County Reports

Maine's 2004-2006 Working Licensed Practical Nurse (LPN) Sample by County of Employment[8]

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
Maximum # LPNs Who Responded	*110*	*120*	*232*	*31*	*56*	*120*	*13*	*32*	*50*	*135*	*16*	*19*	*38*	*17*	*33*	*97*
DESCRIPTIVE INFORMATION																
Average **Age** Years	51.1	52.1	52.9	52.8	55.4	53.8	53.5	53.6	49.8	53.1	53.0	52.0	54.1	56.1	52.7	53.9
Age Category:																
% 31 years or less	2.8	.8	1.3	3.2	1.9	.9	-	-	4.1	.8	-	-	2.8	-	-	1.1
% 32-41 years	9.3	16.7	8.7	6.5	-	7.7	-	3.1	16.3	7.6	12.5	5.3	11.1	-	12.5	9.5
% 42-51 years	35.2	30.0	27.9	32.3	31.5	25.6	30.8	37.5	38.8	30.3	25.0	42.1	19.4	29.4	31.3	21.1
% 52-61 years	46.3	35.0	47.6	48.4	48.1	51.3	61.5	40.6	26.5	50.0	56.3	52.6	36.1	52.9	31.3	53.7
% 62-71 years	6.5	15.0	13.1	9.7	18.5	12.0	7.7	18.8	12.2	9.8	6.3	-	27.8	17.6	25.0	13.7
% 72-81 years	-	2.5	1.3	-	-	2.6	-	-	2.0	1.5	-	-	2.8	-	-	1.1
% 82 years or more	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gender:																
% Female	98.2	97.5	94.8	96.8	92.9	95.8	100	96.9	98.0	95.5	93.8	89.5	94.6	100	90.6	97.9
% Male	1.8	2.5	5.2	3.2	7.1	4.2	-	3.1	2.0	4.5	6.2	10.5	5.4	-	9.4	2.1
NURSING EMPLOYMENT CHARACTERISTICS																
Nursing Employment Setting:																
% Hospital	10.2	24.8	15.7	3.2	20.0	26.1	15.4	15.6	2.0	27.8	25.0	-	21.6	31.3	28.1	11.3
% Ambulatory Care	10.2	15.4	10.4	3.2	7.3	13.4	7.7	6.3	4.0	8.3	6.3	-	-	-	12.5	7.2
% Public/Community	6.5	2.6	4.3	3.2	-	3.4	7.7	3.1	6.0	3.0	-	10.5	2.7	-	3.1	3.1
% Occupational Health	.9	-	.4	-	1.8	-	-	3.1	2.0	1.5	-	-	-	6.3	-	1.0
% Insurance Company	-	-	.9	-	-	1.7	-	-	-	-	-	-	-	-	-	1.0
% Long Term Care	44.4	37.6	34.8	48.4	34.5	33.6	38.5	34.4	60.0	35.3	37.5	57.9	51.4	37.5	43.8	41.2
% Home Health Care	2.8	2.6	6.5	3.2	7.3	7.6	-	9.4	10.0	3.0	6.3	5.3	10.8	-	-	10.3
% Nursing Education	-	.9	-	-	-	-	-	-	-	-	-	-	-	-	-	1.0
% School Health	1.9	.9	2.6	-	3.6	.8	-	-	-	.8	-	5.3	2.7	-	-	1.0
% Other	23.1	15.4	24.3	38.7	25.5	13.4	30.8	28.1	16.0	20.3	25.0	21.1	10.8	25.0	12.5	22.7

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[8] Sum of percentages may not equal 100%, due to rounding.

	Androscoggin	Aroostook	Cumberland	Franklin	Hancock	Kennebec	Knox	Lincoln	Oxford	Penobscot	Piscataquis	Sagadahoc	Somerset	Waldo	Washington	York
Maximum # LPNs Who Responded	*110*	*120*	*232*	*31*	*56*	*120*	*13*	*32*	*50*	*135*	*16*	*19*	*38*	*17*	*33*	*97*
Role with Primary Nursing Employer:																
% Staff/Direct Care Nurse	59.8	64.4	60.7	56.7	45.5	63.9	46.2	45.2	46.8	60.6	60.0	47.4	63.2	41.2	48.5	58.9
% Quality Assurance, Infection Control	.9	.8	-	-	-	-	-	-	-	-	-	-	-	-	3.0	-
% Discharge Planner, Case Manager	-	-	.9	-	-	-	-	-	2.1	.8	-	-	-	-	3.0	-
% Utilization Review, Outcomes Management, Other Insurance Related Role	-	-	.9	3.3	-	1.7	-	-	2.1	1.5	-	-	-	5.9	-	1.1
% Staff Development	.9	.8	.4	3.3	-	.8	-	-	2.1	.8	-	-	2.6	-	-	1.1
% Facility/Nursing Department Administrator or Supervisor	1.9	2.5	5.2	3.3	-	3.4	-	9.7	10.6	2.3	6.7	-	2.6	-	9.1	2.1
% Team Leader/Charge Nurse, Nurse Manager, Head Nurse	17.8	19.5	17.9	23.3	30.9	16.0	46.2	25.8	25.5	21.2	26.7	42.1	26.3	41.2	27.3	21.1
% Educator (college/university)	-	.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
% Researcher/Consultant	.9	-	.4	-	-	.8	-	-	-	1.5	-	-	-	-	-	1.1
% NP, CNM, CNS, CNA	.9	-	.4	-	-	-	-	-	-	-	-	-	-	-	3.0	2.1
% Other	16.8	11.0	13.1	10.0	23.6	13.4	7.7	19.4	10.6	11.4	6.7	10.5	5.3	11.8	6.1	12.6
Plans to be Working in Nursing in Five Years:																
% Yes	79.1	79.0	73.8	58.1	80.4	70.8	69.2	68.8	76.0	70.1	81.3	89.5	60.5	64.7	81.8	74.2
% No	7.3	4.2	9.2	12.9	5.4	7.5	7.7	9.4	4.0	6.7	12.5	5.3	15.8	5.9	6.1	8.2
% Uncertain	13.6	16.8	17.0	29.0	14.3	21.7	23.1	21.9	20.0	23.1	6.3	5.3	23.7	29.4	12.1	17.5
Average Hours Worked:																
Average hours hired for typical week	33.8	33.6	33.1	30.2	34.2	33.2	32.0	33.8	36.7	34.1	31.3	32.7	33.1	34.9	34.0	34.2
Seeking change number hours hired for, number preferred	31.3	32.0	31.7	26.7	24.9	28.9	32.8	34.2	28.9	33.3	22.0	29.7	31.7	35.4	30.5	32.3
Average actual hours worked typical week	35.3	35.4	36.1	30.6	36.4	35.9	36.9	37.6	36.8	36.1	33.5	34.2	34.7	38.9	35.0	36.1
Average hours/week spent providing direct care	22.7	28.2	25.2	25.2	27.7	27.9	24.6	28.8	28.7	26.5	23.8	20.7	26.0	28.7	30.8	24.1
Average hours worked typical week other healthcare employers	26.5	29.4	23.7	22.1	25.2	25.6	15.5	29.5	27.5	24.9	20.0	7.3	15.3	-	36.0	25.2
Care difference[9]	-11.6	-7.9	-10.7	-6.8	-9.1	-7.9	-12.3	-9.1	-9.8	-9.5	-7.6	-13.6	-8.4	-11.2	-4.3	-11.7
Preference difference[9]	4.3	1.1	4.2	4.2	6.4	6.1	8.8	4.4	6.4	1.8	5.0	1.7	3.7	6.1	.7	6.1
Hire difference[9]	1.8	2.2	2.7	1.3	2.2	3.3	3.3	3.6	1.8	2.4	1.7	1.6	1.2	1.9	1.2	2.2

[9] Only respondents who answered both questions are included in the "difference" calculation. Care difference = difference hours caring for patients minus hours worked. Preference difference = difference hours worked minus hours preferred. Hire difference = difference hours worked minus hours hired for.

Maine's 2004-2006 Working Registered Nurse (RN) Sample by County of Employment[10]

	Androscoggin	*Aroostook*	*Cumberland*	*Franklin*	*Hancock*	*Kennebec*	*Knox*	*Lincoln*	*Oxford*	*Penobscot*	*Piscataquis*	*Sagadahoc*	*Somerset*	*Waldo*	*Washington*	*York*
Maximum # RNs Who Responded	**887**	**534**	**2,815**	**159**	**330**	**1,036**	**156**	**271**	**246**	**1,454**	**100**	**74**	**213**	**143**	**176**	**780**
DESCRIPTIVE INFORMATION																
Average **Age** Years	46.1	46.7	48.4	48.6	50.6	49.6	50.0	50.8	48.3	46.8	47.7	48.7	48.7	51.2	49.3	49.2
Age Category:																
% 31 years or less	10.0	8.6	7.6	4.4	5.8	5.6	3.9	3.8	5.3	8.4	9.1	4.1	7.2	4.2	4.6	5.6
% 32-41 years	22.6	21.7	17.0	21.5	13.1	15.3	16.1	10.7	21.1	21.9	20.2	24.7	16.7	15.4	20.0	18.0
% 42-51 years	34.7	34.2	34.4	33.5	30.1	30.7	34.2	33.2	32.1	34.9	29.3	20.5	32.5	29.4	30.3	31.9
% 52-61 years	26.8	29.3	31.8	30.4	37.7	38.2	31.0	40.1	32.1	28.7	33.3	41.1	37.8	33.6	36.0	34.3
% 62-71 years	5.5	5.3	8.5	10.1	11.9	9.6	14.2	11.5	8.5	5.4	8.1	9.6	5.3	16.8	8.0	9.1
% 72-81 years	.3	1.0	.6	-	1.5	.4	.6	.8	.8	.7	-	-	.5	.7	1.1	1.2
% 82 years or more	-	-	.1	-	-	.1	-	-	-	-	-	-	-	-	-	-
Gender:																
% Female	92.3	92.5	93.9	97.5	93.6	92.1	96.8	90.7	95.9	91.1	94.9	90.5	94.8	94.4	94.2	92.9
% Male	7.7	7.5	6.1	2.5	6.4	7.9	3.2	9.3	4.1	8.9	5.1	9.5	5.2	5.6	5.8	7.1
Highest Educational Level in Nursing:																
Diploma	23.9	25.3	20.2	22.0	25.2	22.0	23.7	22.9	21.5	22.1	28.0	20.3	21.1	23.8	33.0	24.9
Associate Degree	40.1	40.3	24.6	48.4	29.1	47.2	42.9	46.1	45.5	21.9	33.0	32.4	48.8	39.2	33.5	32.8
Baccalaureate Degree	27.1	29.2	42.0	23.9	36.1	22.1	22.4	21.8	24.0	44.5	32.0	36.5	23.9	29.4	27.3	32.2
Master's Degree	8.6	4.3	11.8	5.7	9.1	8.6	10.3	7.7	7.7	10.3	5.0	10.8	5.2	7.0	6.3	9.7
Doctoral Degree (nursing and other)	.3	.9	1.5	-	.6	.1	.6	1.5	1.2	1.1	2.0	-	.9	.7	-	.4
NURSING EMPLOYMENT CHARACTERISTICS																
Nursing Employment Setting:																
% Hospital	55.3	52.5	53.3	58.6	54.3	54.2	52.3	60.5	50.6	67.7	66.0	8.2	54.5	57.0	47.1	52.0
% Ambulatory Care	6.3	7.7	9.9	9.6	11.6	7.5	7.1	3.7	2.9	8.2	4.0	11.0	4.7	6.3	7.5	7.7
% Public/Community Health	3.2	4.0	3.1	3.8	4.3	4.0	2.6	3.7	3.7	2.6	3.0	9.6	1.9	2.1	6.9	4.0
% Occupational Health	1.1	1.3	1.3	2.5	1.2	.9	.6	.4	3.3	.3	3.0	9.6	.9	1.4	-	1.6
% Insurance Company	.6	.4	5.0	-	.3	.6	-	.4	-	.3	-	1.4	-	.7	.6	.6
% Long Term Care	11.9	14.9	7.2	10.8	8.8	12.8	11.6	11.8	17.6	5.9	9.0	20.5	16.0	11.3	19.0	11.3
% Home Health Care	7.6	7.2	4.3	7.0	5.5	6.1	11.0	6.6	8.2	2.8	9.0	5.5	9.9	5.6	5.7	6.7
% Nursing Education	2.6	3.2	2.2	.6	-	1.9	1.3	.7	1.2	2.0	-	2.7	.5	-	.6	.6
% School Health	3.1	3.4	2.9	3.2	5.5	3.1	5.2	1.5	7.8	1.8	1.0	13.7	5.6	4.9	1.7	6.0
% Other	8.4	5.5	10.9	3.8	8.5	8.9	8.4	10.7	4.9	8.4	5.0	17.8	6.1	10.6	10.9	9.5

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[10] Sum of percentages may not equal 100%, due to rounding.

	Androscoggin	*Aroostook*	*Cumberland*	*Franklin*	*Hancock*	*Kennebec*	*Knox*	*Lincoln*	*Oxford*	*Penobscot*	*Piscataquis*	*Sagadahoc*	*Somerset*	*Waldo*	*Washington*	*York*
Maximum # RNs Who Responded	***887***	***534***	***2,815***	***159***	***330***	***1,036***	***156***	***271***	***246***	***1,454***	***100***	***74***	***213***	***143***	***176***	***780***
Role with Primary Nursing Employer:																
% Staff/Direct Care Nurse	59.2	53.5	57.5	66.5	56.0	54.0	55.8	60.9	60.7	59.0	57.0	45.2	54.2	62.0	50.6	58.1
% Quality Assurance, Infection Control	1.1	2.1	1.0	1.3	.6	1.6	1.9	1.8	1.6	.8	2.0	-	1.4	.7	1.7	1.8
% Discharge Planner, Case Manager	3.2	1.1	3.0	1.9	3.1	1.9	1.3	3.0	2.0	2.4	2.0	2.7	1.4	2.8	.6	1.8
% Utilization Review, Outcomes Management, Other Insurance Related role	1.5	1.1	3.8	1.9	1.2	1.8	.6	.7	.4	1.0	-	-	1.4	.7	1.7	1.4
% Staff Development	1.3	1.3	1.1	1.3	.6	2.1	.6	.7	-	1.1	-	1.4	.5	-	-	1.3
% Facility/Nursing Department Administrator or Supervisor	6.5	11.0	4.7	3.8	8.0	7.0	11.0	4.1	8.2	6.3	11.0	5.5	7.5	8.5	14.4	4.9
% Team Leader/ Charge Nurse, Nurse Manager, Head Nurse	10.7	14.2	8.3	10.8	12.5	12.8	13.0	14.4	11.5	12.0	14.0	15.1	17.9	13.4	15.5	11.8
% Educator (college/university)	2.5	2.5	1.8	.6	.3	1.7	.6	-	1.2	1.6	-	-	.5	-	-	.7
% Researcher/Consultant	1.0	-	1.5	.6	1.2	2.0	-	-	.4	.6	-	1.4	.5	-	-	.5
% NP, CNM, CNS, NA	6.6	5.1	8.8	3.2	10.1	6.6	7.8	5.2	7.0	9.0	9.0	11.0	4.7	4.9	9.8	7.2
% Other	6.4	8.1	8.6	8.2	6.4	8.4	7.1	9.2	7.0	6.2	5.0	17.8	9.9	7.0	5.7	10.4
Plan to be Working in Nursing in Five Years: % Yes	82.8	82.6	79.6	85.4	76.5	78.6	82.5	77.9	80.4	83.8	83.0	79.5	82.0	77.5	80.7	80.6
% No	5.8	6.6	6.4	4.5	8.9	7.6	5.2	6.6	6.1	5.2	3.0	5.5	6.6	7.0	6.3	4.8
% Uncertain	11.4	10.8	14.0	10.2	14.7	13.8	12.3	15.5	13.5	11.0	14.0	15.1	11.4	15.5	13.1	14.6
Average Hours Worked: Average hours hired for typical week	33.6	35.4	33.1	32.2	32.8	34.5	32.1	31.8	33.3	34.3	34.6	30.9	32.8	30.5	34.0	33.9
Seeking change number of hours hired for, number preferred	30.5	32.3	29.9	30.8	29.6	31.4	30.8	26.9	29.4	31.8	34.6	28.6	30.7	27.8	29.6	30.8
Average actual hours worked typical week	36.9	38.9	35.9	35.0	35.7	37.8	35.9	34.4	36.5	37.5	38.1	33.8	34.9	33.2	36.8	36.2
Average hours per week spent providing direct care	25.7	27.5	24.5	25.3	25.3	26.1	24.6	24.8	25.4	27.9	27.8	22.4	24.2	23.6	25.3	25.3
Average hours worked typical week other healthcare employers	25.6	22.9	21.8	17.0	22.5	23.6	25.0	20.9	21.3	23.3	25.2	20.1	18.7	22.9	14.5	22.7
Care difference[11]	-10.9	-11.1	-11.0	-9.4	-10.3	-11.9	-10.4	-9.6	-11.5	-9.4	-9.9	-11.2	-10.8	-9.9	-11.1	-10.9
Preference difference[11]	5.7	7.0	6.5	4.7	3.7	6.9	5.1	6.4	7.1	4.3	4.0	4.8	4.9	3.6	5.9	4.9
Hire difference[11]	3.6	3.9	3.3	3.1	3.2	3.8	4.0	3.0	2.8	3.5	3.9	3.1	3.1	2.7	3.1	2.6

[11] Only respondents who answered both questions are included in the "difference" calculation. Care difference = difference hours caring for patients minus hours worked. Preference difference = difference hours worked minus hours preferred. Hire difference = difference hours worked minus hours hired for.